

Step 1: Complete the following questionnaire:

Consider situations in which you find that your wishes differ from the wishes of another person. How do you usually respond to such situations?

On the following pages are several pairs of statements describing possible behavioral responses. For each pair, please circle the "A" or "B" statement, depending on which is most characteristic of your own behavior. That is, please indicate which of these two responses is more typical of your behavior in situations where you find that your wishes differ from someone else's wishes.

In many cases, neither the "A" nor the "B" statement may be very typical of your behavior; but please select the response which you would be more likely to use.

1. A. There are times when I let others take responsibility for solving the problem.  
B. Rather than negotiate the things on which we disagree, I try to stress those things upon which we both agree.
2. A. I try to find a compromise solution.  
B. I attempt to deal with all of his and my concerns.
3. A. I am usually firm in pursuing my goals.  
B. I might try to soothe the other's feelings and preserve our relationship.
4. A. I try to find a compromise solution.  
B. I sometimes sacrifice my own wishes for the wishes of the other person.
5. A. I consistently seek the other's help in working out a solution.  
B. I try to do what is necessary to avoid useless tensions.
6. A. I try to avoid creating unpleasantness for myself.  
B. I try to win my position.
7. A. I try to postpone the issue until I have had some time to think it over.  
B. I give up some points in exchange for others.
8. A. I am usually firm in pursuing my goals.  
B. I attempt to get all concerns and issues immediately out in the open.
9. A. I feel that differences are not always worth worrying about.  
B. I make some effort to get my way.
10. A. I am firm in pursuing my goals.  
B. I try to find a compromise solution.
11. A. I attempt to get all concerns and issues immediately in the open.  
B. I might try to smooth the other's feelings and preserve our relationship.
12. A. I sometimes avoid taking positions which would create controversy.  
B. I will let him have some of his positions if he lets me have some of mine.
13. A. I propose a middle ground.  
B. I press to get my points made.
14. A. I tell him my ideas and ask him for his.  
B. I try to show him the logic and benefits of my position.
15. A. I might try to soothe the other's feelings and preserve our relationship.  
B. I try to do what is necessary to avoid tensions.
16. A. I try not to hurt the other's feelings.  
B. I try to convince the other person of the merits of my position.
17. A. I am usually firm in pursuing my goals.  
B. I try to do what is necessary to avoid useless tensions.
18. A. If it makes the other person happy, I might let him maintain his views.  
B. I will let him have some of his positions if he lets me have some of mine.
19. A. I attempt to get all concerns and issues immediately out in the open.  
B. I try to postpone the issue until I have had time to think it over.
20. A. I attempt to immediately work through our differences.  
B. I try to find a fair combination of gains and losses for both of us.
21. A. In approaching negotiations, I try to be considerate of the other person's wishes.  
B. I always lean toward a direct discussion of the problem.
22. A. I try to find a position that is intermediate between his and mine.  
B. I assert my wishes.
23. A. I am very often concerned with satisfying all our wishes.  
B. There are times when I let others take responsibility for solving the problem.
24. A. If the other's position seems very important to him, I would try to meet his wishes.  
B. I am concerned to work out the best agreed course of action.
25. A. I try to show him the logic and benefits of my position.  
B. In approaching negotiations, I try to be considerate of the other person's wishes.
26. A. I propose a middle ground.  
B. I am nearly always concerned with satisfying all our wishes.
27. A. I sometimes avoid taking positions which would create controversy.  
B. If it makes the other person happy, I might let him maintain his views.
28. A. I am usually firm in pursuing my goals.  
B. I feel that differences are not always worth worrying about.
29. A. I propose a middle ground.  
B. I feel that differences are not always worth worrying about.
30. A. I try not to hurt the other's feelings.  
B. I always share the problem with the other person so that we can work it out.



### SCORING THE "BEHAVIOR DESCRIPTION QUESTIONNAIRE"

Circle the letters below which you circled on each item of the questionnaire:

Item No.	Competition (Forcing)	Collaboration (Problem Solving)	Sharing (Compromise)	Avoiding (Withdrawal)	Accommodation (Smoothing)
1.				A	B
2.		B	A		
3.	A				B
4.			A		B
5.		A		B	
6.	B			A	
7.			B	A	
8.	A	B			
9.	B			A	
10.	A		B		
11.		A			B
12.			B	A	
13.	B		A		
14.	B	A			
15.				B	A
16.	B				A
17.	A			B	
18.			B		A
19.		A		B	
20.		A	B		
21.		B			A
22.	B		A		
23.		A		B	

Item No.	Competition (Forcing)	Collaboration (Problem Solving)	Sharing (Compromise)	Avoiding (Withdrawal)	Accommodation (Smoothing)
24.			B		A
25.	A				B
26.		B	A		
27.				A	B
28.	A	B			
29.			A	B	
30.		B			A

Total number of items circled in each column:

\_\_\_\_\_ Competition

\_\_\_\_\_ Collaboration

\_\_\_\_\_ Sharing

\_\_\_\_\_ Avoiding

\_\_\_\_\_ Accommodation

**Step 2: Discussion.** In small groups or with the class as a whole, answer the following questions:

1. What did your score pattern look like?
2. Do any patterns emerge among groups in the class?
3. Which modes have you found to be most commonly used? least commonly used?

4. Which modes have you found to be most effective? least effective?
5. In what situations has each mode been most effective?

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